

# Greenfield Supplementary Regulations

August 2, 2004

Rule 4a, 4b, 4c: All full time and part time members who work a minimum of twenty hours per week shall be granted one full year of creditable service for each year employed.

Rule 4g: Upon becoming a member, an employee may buy back time worked at less than twenty hours per week when they were ineligible for membership. Members who have their hours reduced to less than twenty hours per week shall continue membership with their creditable service prorated. Proration of part time creditable service (less than 20 hours per week) shall be based on full time equivalence of twenty hour per week.

May 8, 2002

Membership

## MEMBER UNITS

1. Town of Greenfield
2. Franklin County Technical School
3. Greenfield Housing Authority

## ELIGIBILITY

1. Requirement for membership
  - a. Minimum of 20 hours per week
  - b. Permanent basis
  - c. Fire Call force
  - d. Police Reserve
  - e. Any paid official elected by popular vote can request to be a member by filing on a prescribed form written within 90 days after the date of assuming office.
2. Ineligible
  - a. Seasonal or Intermittent Employees ...
  - c. Crossing Guards
  - d. Pollworkers
  - e. Tobacco Grants
  - f. Teachers
  - g. School nurses

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## 3. Creditable Service

- a. Full-time members will receive one year of creditable service based on regular schedule worked for their department on a weekly basis.
- b. If a member works less than the normal scheduled workweek, creditable service will be prorated accordingly.
- c. Teacher's Aides, School Lunch Employees & School Bus Drivers will receive 9 months of creditable service for each school year worked. If additional service were rendered in the summer months, creditable service would be adjusted.
- d. Fire Call Force will receive no creditable service until they are appointed as a permanent firefighter.
- e. Upon becoming permanently appointed as a Firefighter, creditable service of up to 5 years will be credited for their employment as a Call Force member.
- f. Elected officials receive a full year of creditable service for each year or partial year served....
- h. Members that had been employed on a full-time basis, and left their accumulated deductions in the system, shall remain a member with a deduction for hours prorated on actual hours worked if their hours of employment are reduced.
- i. Full-time creditable service will be given to all inspectors: electrical, plumbing, sealer of weights and measures.

## RETIREMENT DEDUCTIONS REQUIRED

- 1. Base pay
- 2. Longevity
- 3. Educational Incentive
- 4. Holiday Pay
- 5. Shift Differential

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6. Pay above grade
7. Retroactive pay increases on the above pay types
8. Personal use of town owned vehicles

## PAYTYPES NOT ELIGIBLE FOR RETIREMENT DEDUCTIONS

1. Overtime
2. Clothing Allowance
3. Roll Call - Police Department
4. Pays received in lieu of working
5. Bonus
6. Early Retirement Incentives
7. Payments as a result of the member giving notice of retirement
8. On call coverage
9. Range pay - Police Department
10. Dry cleaning
11. Time Bank

## VETERAN'S BUY-BACKS PURSUANT TO CHAPTER 71 OF THE ACTS OF 1996

1. A veteran has 180 days to respond after being notified of his/her right to purchase his/her military service. Information & forms required will be provided.
  - a. Veteran shall provide a form DD-214 showing eligibility as a "Veteran."
  - b. If eligible for creditable service, up to four years may be purchased.
  - c. Lump sum payments, partial payments, or minimum \$20.00 weekly payroll deductions are accepted. Payments must be completed within 5 years from the date the Board approves the application.

## CALCULATIONS

1. Part-time member will have their three-year average based on creditable service awarded. For instance a teacher's aide would have four school terms to calculate

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		their three-year average.
		2. Full-time member's three-year average shall be calculated on their highest three-year average.
		RETIREMENT PAYROLL
		1. Payroll to be dated the last working day of the month.
June 22, 1988	Election Rules	Approval of election schedule for 1988 board election.